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PENNSYLVANIA
HUMAN RELATIONS
COMMISSION

INVESTIGATORY
HEARING REPORT



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SUBJECT: Investigatory Hearings - City of York, York County, Pennsylvania.

TO: The Honorable Raymond P. Shafer
Governor of the Commonwealth of Pennsylvania

and

The Honorable John L. Snyder
Mayor of the City of York

FROM: Harry Boyer, Chairman
Pennsylvania Human Relations Commission

1. Commission Report on Investigatory Hearings conducted in the City of York on August 27th and 28th and on September 26th, 1968.
2. Outline of Contents of the Report:
 - a. Legal Basis for Conduct of Investigatory Hearings by the Pennsylvania Human Relations Commission.
 - b. Sequence of Procedures Leading to the Investigatory Hearings.
 - c. Summary of Findings by the Hearing Commissioners.
 - d. Commission Recommendations.

L E G A L B A S I S

For Conduct of Investigatory Hearings

By the Pennsylvania Human Relations Commission

Act Number 191 of the General Assembly of Pennsylvania (House Bill #1516) signed into law by the Governor on October 11, 1967 and effective the 11th day of December, 1967.

Act Number 191: AN ACT Amending the Act of October 27, 1955 (P.L. 744) entitled, as amended, "An Act prohibiting certain practices of discrimination because of race, color, religious creed, age or national origin by employers, employment agencies, labor organizations and others as herein defined; creating the Pennsylvania Human Relations Commission in the Department of Labor and Industry; defining its functions, powers and duties; providing for procedure and enforcement; providing for an educational program to prevent injustice; providing for judicial review and enforcement and imposing penalties; providing for investigatory hearings by the Commission relating to racial discrimination or tension and for the investigations by the Commission relative to civil rights demonstrations."

The General Assembly of the Commonwealth of Pennsylvania hereby enacts as follows:

Section 7, Act of October 27, 1955 (P.L. 744) known as the "Pennsylvania Human Relations Act", is amended by adding after clause (f), two new clauses to read:

(f.1) To investigate where no complaint has been filed but with the consent of at least eight members of the Commission any problem of discrimination with the intent of avoiding and preventing the development of racial tension.

(f.2) On request of the Governor, to investigate claims of excessive use of force by police in civil rights protest activities.

LEGAL BASIS - Continued:

Act Number 191: The Pennsylvania Human Relations Act is Amended by adding after Section 8 a new Section to read:

Section 8.1 Investigatory Hearings Relating to Racial Problems.

Whenever any problem of racial discrimination or racial tension arises, the Commission may immediately hold an investigatory hearing. The place of any such hearing shall be in the county where the problem exists. The hearing may be public or private and the Commission shall have the same powers as provided in clause (g) for hearings on complaint filed.

The purpose of the hearing shall be to resolve the problem promptly by the gathering of the facts from all the interested parties and making such recommendations as may be necessary.

The Commission shall not be bound by the strict rules of evidence prevailing in courts of law or equity. The testimony taken at the hearings shall be under oath and be transcribed.

Should the recommendations of the Commission not be accepted within a reasonable time the Commission may, with the consent of eight members, on its own behalf, initiate a complaint and the hearing findings and Commission order shall proceed the same as where a complaint has been filed.

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I. Sequence of Procedures Leading to the Investigatory Hearings Conducted by the Pennsylvania Human Relations Commission in the City of York, York County, Pennsylvania

- A. Receipt of formal requests by citizens resident in the City of York for Commission Investigatory Hearings followed by Commission Staff evaluation of existent tension situation that had received wide public news media dissemination. Staff recommendation that Commission action would be required to resolve racial tensions in the City of York.
- B. At regular session of the Commission, upon affirmative vote of eight Commissioners, decision was made to investigate all areas of tension within the City of York by the medium of the investigatory hearing.
- C. Commission Chairman appointed Hearing Commissioners and directed such action by Commission Legal Counsel and Commission Staff as would accomplish the Investigatory Hearing in the City of York.
- D. Commission Staff and Legal Counsel met with officials, to include the mayor, to announce Commission Investigatory Hearing and seek cooperation of officials and persons of the City of York.

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II. Summary of Findings:A. That a Real Racial Tension Does in Fact Exist in the City of York:

The City of York has recently experienced a dramatic increase in overt tension and violence that has been basically racial in nature. It is amply reflected that this existent tension situation had been foreshadowed by historical practice and custom culminating in an accumulation of unresolved grievances by Negro residents against the local authorities and the status quo.

Testimony revealed that the City of York contained, as of the 1960 census, 4,747 Negro residents in a total population of 54,504 or approximately 8.8%. It was accurately estimated that the Negro population has increased to the point where 10% of the residents of York are Negro as of August, 1968.

The in-migrating Negro families have been, most generally, channeled into circumscribed areas of core-city older housing.

By the time of the tragic death of Dr. Martin Luther King, community tensions had reached the point wherein latent hostilities in the Black neighborhoods gained overt expression in protest against the power structure and the status quo

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II. Summary of Findings:

A. continued:

with marked intensification in racial tensions and black/white polarization. Incidents of violence occurred sporadically which increasingly flouted authority and were evidenced by damage to properties and injuries to individuals.

By the summer months of 1968, racial tensions had reached the point wherein City Police officers resorted to the use of firearms on repeated occasions. A white resident fired upon and wounded several Negro youths. Police increasingly utilized canines in making of arrest of non-whites and in control of juveniles....with violent resentful reaction in the Black community of the City.

Public news media, to include national wire services, had carried greatly exaggerated and totally false stories of "guerilla warfare" and "bullet riddled buildings" that dramatically increased apprehensions and racial antipathies in the City of York.

II. Summary of Findings by the Hearing Commissioners:

- B. That the Police Department of the City of York Has Become a Focal Point for Overt Expression of Disrespect for Authority by Both the Black Community and the Progressive White Residents of the City:

Repeated testimony by both Black and White witnesses attested to the racist attitudes and actions of a recognizable portion of the Police Department of the City of York.

Residents of the Black community, and sincerely concerned white residents of York, increasingly convinced of the exclusion of the Black resident from the planning and decision making processes which so vitally affect their lives, have through long and frustrating experiences developed a deep-rooted distrust and hostility toward the institutions of unshared authority. The Police Department of the City of York, as the most visible and often the only encountered agency of the "power structure", with only "token" integration of the force, seemingly operating with more concentration of effort to maintain the status quo than to maintain the peace, has become the focal point for expressions of hostility toward insensitive authority.

This police-community relations situation has deteriorated to the point where a recognizable fraction of the Black youth

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II. Summary of Findings by the Hearing Commissioners:

B. continued:

of the community has totally "seceded" from and is combatively alienated against the "whitey" dominated community structure.

The use of canines by police on repeated instances has been a major cause of tension in the City of York. Testimony revealed instances of canine usage such as "letting a Black youth fight the dog" that reflected extremely poor judgement and a callous racist attitude on the part of canine officers. The Black community is of the firm conviction that the primary intent in use of canines by York Police is to instill fear in Black youths and constitute an increasingly employable means of inflicting physical injury on Black residents by racist police.

Police officers of the City of York have demonstrated extremely poor judgement in the use of firearms. The discharge of weapons by police in unwarranted instances had added to crowd hysteria and endangered the lives of residents in no way involved in the disturbance at hand.

Testimony by the Director of Public Safety and the Chief of Police revealed police authority resistance to the estab-

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II. Summary of Findings by the Hearing Commissioners:

B. continued:

lishment of a Police Review Board or any other like avenue of appeal for citizen complaints against police action.

Testimony also related the history of the City of York not appointing a Police Review Board as required by City Ordinance under Third Class City Charter having been the subject of mandamus action complaint in the County Courts. York City Council, prior to Court decision, repealed this ordinance thus removing the requirement by ordinance of appointment of a Police Review Board.

The Police of the City of York do not reflect adequate training in police-community relations. Testimony by police officer termed human relations training thus far afforded the York police personnel as a "course that taught us not to do anything."

Contacts between police and citizens of the Black community require discretion and judgement that must have a basis in top-level police department policy. Testimony revealed such departmental policy to be inadequate and not clearly understood at all levels.

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II. Summary of Findings by the Hearing Commissioners:

B. Continued:

The Police Department of the City of York has not adequately demonstrated police policy and purpose as being the preservation of law and order rather than the maintenance of a status quo.

Affirmative programs for the recruitment, assignment and promotion of Negro police have not been adequate to provide a police force composition reflective of the community it serves.

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II. Summary of Findings by the Hearing Commissioners:

- C That the City of York Has Not Enacted Ordinances Relating to Human Relations and Has Not Established Any Official Avenue or Agency For Redress of Infringement or Denial of Individual Rights of Residents:

The City of York has not provided the citizens of the community with the guarantees of equal opportunity backed up by civil ordinance. No provision has been made for legal redress of citizen complaints other than the courts.

The City of York has not established a public policy, program, commission or agency, to safeguard and foster the rights of all residents to utilize their productive capacities to the fullest and to enjoy the rewards of their labors on equal terms with all others.

The failure of the City Authorities to take affirmative action to assure equality of opportunity has been a major factor in the development of thus far unchecked racial antipathies and the very apparent Black vs white and white vs Black polarization in the City of York.

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II. Summary of Findings By the Hearing Commissioners:D. That a Real Gap in Communications and Understanding Between the Black and White Communities Exists in the City of York:

There exists a wide gap in communications between local government and the Black community. Repeated testimony revealed a long pattern of failure of City Authorities to recognize very evident racial problems and inequities existent in the community. Thus, more and more the Black community is aware of this seeming insensitivity to need, and has developed a profound sense of alienation from the processes and programs of government.

This alienation has resulted in, as inevitably it must, the very evident intensification of real or imagined grievances against the unshared power structure of the community. Therefore, every abrasive contact with agencies or individuals representing authority has intensified this alienation. Thus, the grievances suffered by Negroes take on deep personal significances far overbalancing the immediate consequences of the grievance. Therefore, the Black neighborhood subjected to delay in trash or garbage removal views this delay not only as an instance of poor public service but as an example of racial discrimination.

Communication previously developed in York between local authority and the Black community has been tenuous, frag-

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II. Summary of Findings By the Hearing Commissioners:

mentary, and in most instances not two-way communication.

Black and white residents of the community have, through deep personal and organizational concern, repeatedly attempted to develop avenues of communication and understanding with the City Authorities only to be put off with promises too often unkept, unresponsiveness or outright rejection.

Thus, when trouble erupted, lacking adequate information and with little rapport with meaningful Black community leaders who should have been able decisively to influence the situation, York City Authorities were unable to formulate an effective response so had to resort to police force.

Responsible city authorities have not accepted the leadership role in developing and maintaining avenues of communication essential for racial harmony in the community.

Lack of communication has been well evidenced by: Perpetuation of old racial myths and unfounded fears; fostering of prejudices and racial antipathies. Black youths charged with arson; repeated testimony of police siccing canines on Black youths; Black youths not afforded center city recreation gather in a park and annoy the neighbors; city police fire pistols as they chase Black youths through center city streets; armed white mob of "vigilantes" form and car loads of armed whites roam the streets; Black youths assault an elderly man who later succumbs to his injuries;

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II. Summary of Findings By the Hearing Commissioners:

white resident fires from his window on Black youths wounding several; the city lives in an aura of suspicion and fear.

Even the two daily newspapers are reflective of the divisiveness....One, for years, has generally been supportive of the needs and frustrations of the poor and the Black; the other, for years, has generally supported the city administration and police activities. A divided community.

Repeated testimony revealed the failure of the majority of the white community and the city power structure to recognize that the Black resident has any problem. The same testimony revealed that the Black resident cannot understand why he is denied equality of opportunity in employment, in housing, in education, in recreation. The Black resident cannot understand why he, or his child, should be terrorized by dogs in the hands of white police.

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II. Summary of Findings by the Hearing Commissioners:E. That the Negro Citizens of the City of York Have Not Been Afforded Equality of Opportunity in Employment:

The unemployment rate of non-white residents of the City of York is more than three (3) times that of the white residents. (7.5% + of non-whites unemployed as compared to 2.5% of the whites.) The great majority of the non-whites employed in the City of York are in the non-skilled or menial labor field. This is reflected by the 1960 census statistics wherein the average white family earnings were \$6,000 per year while the average annual earnings of the non-white family was \$3,492.....The non-white family earned 58.2% as much as the white family.

Repeated testimony revealed a persistent pattern of employment of Negroes at less than their highest skill. Striking examples of Black college graduates, denied employment at commensurate skill level, working at only obtainable jobs at drastically lower skill level with resultant low income.

Local government, public agencies such as the School District, have not reflected in their employment or promotion policies the racial composition of the York community. Business and industry have not afforded the Negro equality of opportunity in employment or advancement. Craft trades and

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II. Summary of Findings by the Hearing Commissioners:

E. Continued:

apprenticeship programs have only recently been, in a few areas, opened to any degree to the non-white.

It has been estimated that the non-whites now make up ten percent (10%) of the population of the City of York. Testimony indicated the following employment by the City of York:

	<u>TOTAL</u>	<u>WHITE</u>	<u>NEGRO</u>	<u>%NEGRO</u>
Police Department	91	85	6	6.6
Fire Department.....	60	60	0	0
All Other Departments.....	<u>136</u>	<u>122</u>	<u>14</u>	<u>10.3</u>
	301	281	20	6.64%

All supervisory or "officer" positions are filled by white employees.

The York School District carried a pupil-load of 9,859 students in the 1967-1968 school year. More than 20% - 20.65% or 2,036 of the students were non-white. Testimony indicated the School District employed the following:

	<u>TOTAL</u>	<u>WHITE</u>	<u>NEGRO</u>	<u>%NEGRO</u>
<u>Professional Staff:</u>				
Administration.....	32	31	1	3.12
Guidance-Counselling.....	15	13	2	13.33
Teachers.....	510	490	20	3.92
Others.....	<u>25</u>	<u>25</u>	<u>0</u>	<u>0</u>
	582	559	23	3.95

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II. Summary of Findings by the Hearing Commissioners:

E. Continued:

	<u>TOTAL</u>	<u>WHITE</u>	<u>NEGRO</u>	<u>%NEGRO</u>
<u>Non-Professional Staff:</u>				
Clerical.....	76	76	0	0
Custodial.....	64	52	12	18.75
Maintenance.....	15	15	0	0
Cafeteria.....	<u>98</u>	<u>98</u>	<u>0</u>	<u>0</u>
	253	248	12	4.74

These statistics are indicative of the fact that certain areas of employment, such as the City Fire Department and the clerical staff of the School District, have been totally closed to the Black resident seeking employment.

The City administration has not accepted a leadership role in developing or implementing affirmative action programs in job training or fair employment. No urban coalition exists in the City of York. Without the combined efforts of cross-strata community involvement, as is developed through the urban coalition training and job placement programs, progressive action in job training and job placement has been fragmentary at best.

Affirmative action programs in training and employment in the City of York have not progressed to the point where significant equality of opportunity is afforded or where upgrading of job status and promotional opportunities have been sufficient to render social change or social justice.

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II. Summary of Findings by the Hearing Commissioners:

E. Continued:

The discrimination in employment of Negroes in the City of York has done much to add to the social problems in the entire community. This is reflected in the additional burden on all agencies of government and the contingent dollar cost to the community.

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II. Summary of Findings by the Hearing Commissioners:F. That the School District of the City of York Has Not Adequately Progressed in Staff Integration or Curriculum and Program Development to Meet the Changing Needs of the Community:

The education of the community youth is the heart of any program to restructure the environment afforded the disadvantaged. This education must be tailored to equip each and every pupil to become a productive member of society.

Any custom, procedure, administrative or educational practice or policy that detracts from, or fails adequately and meaningfully to provide for, the educational preparation of the total youth of the community cannot be condoned.

The testimony of many witnesses indicated a failure of the York School System adequately and equitably to prepare the poor and the Black with the requisite educational foundation for either higher education or acceptance into the mainstream of society.

Professional and non-professional staff racial composition has not reflected the racial composition of the student body or the community at large.

De facto segregation is very evident in the York School System. In the elementary schools:

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II. Summary of Findings by the Hearing Commissioners:

F. Continued:

Madison.....	0 Non-white students
Hartley.....	0 Non-white students
Roosevelt.....	0 Non-white students
Devers.....	4% of the students are non-white
McKinley.....	54% of the students are non-white

It must also be noted that the McKinley School has no gym, no library, a higher than average pupil to teacher ratio.

The York Junior High Schools also have recognizable racial imbalances:

Smith J.H.S.....	7% non-white students
Davis J.H.S.....	14% non-white students
Hanna Penn J.H.S.....	34% non-white students

Hanna Penn Junior High School has, according to testimony, been a severe trouble spot in the community. The professional staff has been charged with a totally disciplinary method of teaching and maintaining order. This school, in particular, was repeatedly charged with conducting an indoctrination program rather than an educational program. There has been frequent recourse to corporal punishment of students. Instances wherein this corporal punishment was reflective of a racist attitude on the part of teacher(s) was related.

The York School System has not incorporated into the curriculum the contributions of Negroes and other minorities.

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II. Summary of Findings by the Hearing Commissioners:

F. Continued:

There are no adequate programs of assistance for the slow learner or retarded. Counselling is inadequate due to too few counsellors for size of student load. ESEA* funds not been sought nor obtained by the School Board.

The School System also stands charged with: Counsellors attempting to stereotype Blacks...away from college; no attempt to inject into curriculum subject material and training that would assist the City core youth, not going on to higher education, to qualify for employment; Black students not fully accepted into the social life of the school; school faculties and administrative staff have reflected opposition to human relations training courses and despite fragmentary training in human relations have, in reported instances, reflected racist attitudes and actions.

The testimony revealed that the overload on individual school counsellors was such as to make counselling, in many instances, "toolate and too little." One school with 900 students employed only one (1) counsellor.

* ESEA (Federal Elementary and Secondary Education Act)

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II. Summary of Findings by the Hearing Commissioners:

- G. The City of York Has Not Adequately Utilized Existent Programs in Urban Renewal, Redevelopment, Relocation, Public Housing, Rehabilitation or Construction of Housing for Low or Moderate Income Families.

Further, That the Black Resident of the City of York, Presently and Historically Subjected to Circumscribed Patterns of Housing, Has Been and Is, the Victim of Discrimination in Housing:

The Black residents of the City of York live generally in five (5) easily recognized circumscribed center city neighborhoods surrounding the City core. All of these neighborhoods are located within six or seven block radii of the City center. These neighborhoods were described as:

Newberry-Penn Area
Market Street south to Jackson and east on Jackson
strip between George and Green Streets
Northeast area on Chestnut and Walnut Streets
Gas Avenue area

Condition of housing in these five neighborhoods is described as the "worst and oldest housing in the city." These neighborhoods consist of mixed areas of residential, commercial and industrial utilization.

Testimony revealed the following facts relating to City administration inadequacies in housing related areas.

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II. Summary of Findings by the Hearing Commissioners:

G. Continued:

There is insufficient public housing in the City of York to supply the demand for such housing. The York Housing Authority has not taken advantage of Section 23 of the National Housing Act of 1949. (as amended) This program would provide for scattered site "Lease-Housing" and would provide immediate facilities for the low-income large family.

The need for more public housing and housing for the elderly was well evidenced by long waiting lists for occupancy.

The York Redevelopment Authority has been, to all intents and purposes, inactive for an extended period of time.

This Authority has again and again revised plans for land re-use, particularly in the Park Lane Project....There has been very little visible progress. Cleared area adjacent to Codorus Housing Project, part sold to private builders, remainder not utilized to date.

The City of York has not made application for Demonstration Neighborhood(s) Planning Grant under the Model Cities

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II. Summary of Findings by the Hearing Commissioners:

G. Continued:

Program. Testimony revealed that, in the opinion of witnesses testifying, such application would, in all probability, meet Federal agency rejection due to the failure of the City of York to develop a workable program that would entail meaningful inclusion of the residents of the concerned neighborhoods in the planning and decision making processes.

Relocation of persons and families forced to relocate due to renewal or code enforcement has deteriorated to the point where no real or effective relocation program existed at the time of the hearings.

Under Section 116 of the United States Housing Act of 1949, as amended, a Concentrated Code Enforcement Program could have been implemented by the City of York. This Federal program would have provided 66.67% of the funds by Federal Grant, 16.67% from State Government and the City of York Share of 16.66% could have been "in kind" rather than in cash. This program also offers 100% of the cost of relocation of persons or families forced to relocate due to the code enforcement as a Federal grant. After much pressure by concerned agencies and individuals,

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II. Summary of Findings by the Hearing Commissioners:

G. Continued:

the City Council of York passed City Ordinance enabling application for this program. The Mayor then vetoed the Council Ordinance. City Council then passed the Ordinance (enabling act) over the veto of the Mayor. Application requires action by the City Administration and signature by the Mayor.....no such action had been taken at the time of the hearings.

It was noted that the Mayor took immediate action to make fast application for maximum funds under the Federal Riot Control Act.

The York Community Action Program requires, by law, the active participation by City Administration. Response by York City Government has been minimal, obtained only by repeated pressures and pleas and insufficient to maintain programs. This has made the development of new and meaningful programs impossible. It was noted that on at least two occasions the Office of Economic Opportunity has had to act without benefit of required City officials. The City administration has not accepted a leadership role to gain the active support of the community for much needed programs and further, has negated the city's ability to qualify for programs by failure to act or outright rejection of program proposals.

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II. Summary of Findings by the Hearing Commissioners:

G. Continued:

The City Housing Inspector, responsible for enforcement of the City Housing Code, testified that he and his one (1) assistant averaged approximately 30 housing complaints per month, that over 200 houses have been boarded up as a result of code enforcement; also, that there is no assistance rendered dislocated persons or families to relocate. There is no relocation office in York.

Testimony by witnesses detailed many facts pertaining to code enforcement. The code has been on the books for eleven (11) years but only one (1) arrest and fine has been made for code violation.....and this of the slum landlord owner of some 15 consistently minimal or substandard type properties. Community action groups have persistently demanded action by the Mayor and the Housing Code Enforcement Office to little or no avail. Little or no action has been taken toward application for funds or development of any program to demolish the over 100 boarded-up condemned houses standing and rotting in York. Many of these properties, inadequately sealed have become the harbor for vagrants, criminals, juvenile delinquents and breeding grounds for vermin and rodents. This is indicative of a lack of concern

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II. Summary of Findings by the Hearing Commissioners:

G. Continued:

by the City administration for those residents to live adjacent to unsanitary, unsafe, disease and crime infested substandard and condemned housing.

It was related that the Mayor, after much pressure, toured some of the unsafe housing not inspected or condemned. The Mayor fell through the floor of one substandard and occupied dwelling. The Mayor promised remedial action that at the date of the Hearings had not as yet been realized.

The Black seeker of housing of his choice within his enonomic abilities is not permitted a freedom of choice. The prospective purchaser or lessor of housing, Black or Spanish-speaking American, is referred only to those circumscribed neighborhoods previously described.

Non-white individuals and families, clearly possessing the economic ability to purchase housing of their choice, spend years in frustrating search for such housing only to be constantly thwarted or channeled aside by increasingly sophisticated evasive tactics.

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II. Summary of Findings by the Hearing Commissioners:

G. Continued:

Testimony established that racial discrimination in housing does exist in the City of York and the County of York. The non-white seeker of housing finds the desirable city neighborhood and the suburban tracts and developments closed to all but the white.

Discrimination in housing is a major cause of tension in the City of York.

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II. Summary of Findings by the Hearing Commissioners:H. Recreation, Particularly For Core City Youth, Is Not Adequate and the Non-Availability of Organized Recreational Programs or Facilities Has Been a Major Cause of Tensions:

There is no existent planned recreational program for the youth of the City of York.

The Crispus Attucks Center, in dire need of rehabilitation could have provided the recreational facilities for a program of recreation to accommodate core city youth. The City Administration refused to apply for available Federal Program Funds that would have rehabilitated this facility. Office of Equal Opportunity funds reportedly could have been obtained.

The central city area, over 70 square blocks, with over 2000 youths, has no recreational facilities other than one (1) inadequate center and one (1) playground now scheduled for removal by Urban Renewal planning. There has been no plan developed to augment or supplement recreational facilities in this area.

Recreation budget is a part of the school budget. Priorities have not been given for city areas occupied by the poor and the Black although these areas are the most needful of such program assistance.

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II. Summary of Findings by the Hearing Commissioners:

H. Continued:

Incidents of confrontation of City Police with Black youths in a city park and the firing by police of weapons as they chased youths through the center city streets could be directly traced to the total lack of recreational programs or facilities.

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II. Summary of Findings by the Hearing Commissioners:I. The Poor and the Black Residents of York Are Not Afforded Equal Service or Treatment, and Incur Indignities, When Seeking Medical Services:

Testimony charged that only a small percentage of York doctors will accept welfare patients. Welfare patients are afforded delays in treatment. Ridicule and embarrassment are suffered by the poor and the Black forced to utilize the services of the York Hospital. Welfare patients are fined 25¢ if they lose Welfare marked Hospital Clinic Treatment Card.

The Welfare Department of the Commonwealth of Pennsylvania, through its York Office, subsidizes slum landlords by paying welfare rentals for substandard housing.

Many white residents picture all welfare recipients as Blacks "too lazy to work." Not generally understood is the fact that welfare rolls indicate recipients within the City of York to be approximately 50/50 Black and white while welfare recipients in suburban and rural areas of York County are predominantly white.

Thus, the less than standard services, delays, embarrassments and poor housing afforded the welfare recipient is afforded the poor of all races.

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II. Summary of Findings by the Hearing Commissioners:J. The City of York Has a High Potentiality for Racial Tension and Violence:

The inflammatory influence of a vociferous white militant racist group and the "secession" of a Black youth group from the mainstream of society into a "hate-anything white" rejectionist militancy are but examples of the racial polarization now existent in the City of York.

The City Administration, by rigid adherence to the policy of preservation of the status quo, by exclusion of the non-white from the planning and decision making processes of government, by failure to develop affirmative programs for change, by failure to apply for or to implement adequately available programs for progress, by failure to assert a leadership role to gain the active support of the people of the City for positive programs, by insensitivity to needs of citizens both Black and white, must shoulder an ever increasing share of the responsibility for the past, present and potential future racial tensions in the City of York.

Most evident throughout the hearings was the fact that all too many persons, some in positions of vital responsibility, had failed to recognize that there even existed any racial

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II. Summary of Findings by the Hearing Commissioners:

J. Continued:

problems in the community. This very well evidenced insensitivity to the existence of real and prolonged problems and failure on the part of the white majority to recognize a fellow citizen as having equal rights, needs and desires simply because that person's skin coloring is different has made discrimination habit and custom in the City of York.

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III. Positive Commitments for Programs or Changes to Alleviate Tensions as Presented by Responsible Officials During the Investigatory Hearing:A. Education:

1. Miss Jeanette Krone, President, York School Board, made the following positive statements and/or commitments while appearing as a witness before the Hearing Commissioners:

a. The York School Board has added a number of Negro professional staff during the past year.

Therapist
High School Counsellor
Director of Pupil Personnel Services

- b. The School Board is most anxious to hire qualified Negro teachers. Assistant Superintendent of Schools to operate positive recruitment in Southern colleges starting in the Spring of 1969.
- c. Agreed that there are now no non-whites on clerical staff. Past practice had been simple administrative hiring. Agrees that the School Board should actively recruit non-whites to clerical and administrative staff.
- d. Agrees as to the need for sufficient counselling staff. Should be adequate staff to give individual counselling and to take the initiative toward

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III. Positive Commitments for Programs or Changes to Alleviate Tensions as Presented by Responsible Officials During the Investigatory Hearing:

A. 1. d. Continued:

students. Will strive to add more personnel each year to the Guidance Department.

e. Will hire if they have the applicants non-whites for non-professional jobs such as cafeteria, custodial, maintenance, etc.

f. York School System will continue to maintain special education classes for the slow learner, the slow reader, the handicapped and cerebral palsy student, special classes for the orthogenic backward student.

2. Dr. Charles Walters, Superintendent of Schools, testified as to more current figures (statistics) as to the personnel employed by the York School Board. Current

Employees of the School Board as of September, 1968:

a. Professional	<u>TOTAL</u>	<u>WHITE</u>	<u>BLACK</u>	<u>CHANGE</u>
Administration.....	33	31	2	+1 Neg
Guidance (Counselling).....	17	12	5	+3 Neg
Teachers.....	519	499	20	
Others.....	26	25	1	+1 Neg

b. Dr. Walters further testified that an error had been made in employment figures given the Commission previously during the hearing; Custodial workers had been indicated as 12 non-white when in fact it was 2.

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III. Positive Commitments for Programs or Changes to Alleviate Tensions as Presented by Responsible Officials During the Investigatory Hearings:

A. 2. b. Continued:

Of the previously reported clerical staff of 76 where no Negroes were employed now one (1) Negro clerical worker had been added. Also added were one (1) Negro custodian (making a new total of 3 Negro custodians of a staff of 61. One Negro had also been hired to work in the cafeteria.

c. Dr. Walters further testified that:

(1) Agreed that the basic reason for affirmative action to recruit additional Black teachers is as a way of providing motivation for accomplishment and identification with teachers for the Black students. Such recruitment should be intensified and broadened.

3. According to testimony by witnesses the York School Board had expressed favorable reaction and acceptance of the demands of the Senior Class of 1968 of the York High School. The demands were as follows:

- a. Black History, to be taught by Black teachers and to be a mandatory subject.
- b. More Black teachers to be hired and assigned to gym, arts and sciences.

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III. Positive Commitments for Programs or Changes to Alleviate Tensions as Presented by Responsible Officials During the Investigatory Hearings:

A. 3. Continued:

- c. Better counselling for Black students via hiring of Black counsellors. Scholarship services to be provided all students. Scholarship information to be provided at beginning of year and at time of application to college. Representatives of predominantly Black colleges to be scheduled to talk to students during each school year.
- d. Black student participation on school committees and in school societies.
- e. An end to racist indignities from administrative and office personnel. Affirmative programs to employ non-whites in cafeteria and other non-professional areas.
- f. Schedule representative number of non-white speakers for school assembly programs.
- g. Non-white clergy must be considered for the Baccalaureate service.
- h. School holiday should be granted for commemoration of the anniversary date of the death of Dr. Martin Luther King.
- i. Implementation of the Temple Report.

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III. Positive Commitments for Programs or Changes to Alleviate Tensions as Presented by Responsible Officials During the Investigatory Hearings:

B. Police-Community Relations:

1. Mr. Jacob Hose, Commissioner of Public Safety, testified as to the following affirmative actions:

a. General Order on Police Court Procedure issued January 21, 1963 from the Office of the Director of Public Safety:

In general, this order directed that arresting officer or officer appearing against an accused should not do so before any magistrate who was a blood relative. The services of another magistrate would be obtained....case transferred to the not-related magistrate for hearing.

In addition, if an arrest is made by or involving any member of the Police Department on the complaint of a magistrate then that magistrate is automatically disqualified to sit in judgment on the case.

b. In order to get good and qualified men...on the police force....City Council has committed itself to increase of police pay \$400 this year and \$400 next year to pay level of \$7200 for patrolmen.

c. The Advisory Board of the York Junior College is evaluating and planning the adoption of a program

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III. Positive Commitments for Programs or Changes to Alleviate Tensions as Presented by Responsible Officials During the Investigatory Hearings:

B. 1. c. Continued:

for the training of police officers. One of the main subjects as a major part of the curriculum would be police-community relations. One of the course instructors would be a trained psychologist.

- d. The Department of Public Safety of the City of York is working to establish a program, with the cooperation of the school system, to attract young Negroes to a career with the police and fire departments. This program would start in the junior year of high school. This "cadet" program would start at 17 years of age for qualification of the applicant by age 21. It would require City Council approval and means. The cooperation of the York School System and the Junior College are being sought for program and curriculum development.
- e. A direct quote from the Director was: "I would like to see a greater number of men on the police force. I will take them from whatever race they come from, so long as they qualify under the regulations of the Civil Service Commission."

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III. Positive Commitments for Programs or Changes to Alleviate Tensions as Presented by Responsible Officials During the Investigatory Hearings:

C. City Administration:

The Honorable John L. Snyder, Mayor of the City of York, was paid an official visit by the Commission Legal Counsel and Commission staff member prior to the conduct of the Investigatory Hearings.

The Mayor was informed of the schedule and intent of the Hearings, invited to appear as a witness, and invited to present through the media of the public hearing, positive commitments and programs which the City Administration could administer or formulate for the alleviation of racial tensions within the City of York. Examples of such positive commitments made by the Mayor and city officials of other communities wherein hearings had been conducted by the Commission were related to His Honor, the Mayor.

The Honorable John L. Snyder appeared before the Hearing Commissioners.

No affirmative action program or commitment for action or change was presented by the Mayor.

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IV. Comments by the Hearing Commissioners on Pertinent Facts
Deduced From Sworn Testimony:

Repeated testimony made very clear the fact that the great majority of police, school teachers, employees of other public service agencies in the City of York are dedicated persons performing their jobs in a manner to bring great credit on themselves and the agencies they represent. The same testimony identified instances and individuals who, by insensitivity, racist attitudes and practices, not only failed to alleviate tensions but, in recognizable instances, fomented and intensified racial antipathies.

Polarization of the races is readily perceptible in the City of York. To permit this apparent "apartheid" divisive trend to establish and perpetuate two separate and distinct communities identified by race would only magnify and intensify racial fears and overt confrontations within the community. This trend is not self-reversing. Only affirmative and positive action on the part of a totally aware and totally concerned citizenry can obliterate racism, erase causes of tension, restructure the City of York so that all persons may live with mutual respect under the aegis of progressive law and order.

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V. Recommendations by the Pennsylvania Human Relations Commission for Positive Actions to Alleviate Existent Tensions and Reduce the Potential for Racial Tensions in the City of York:

NOTE: In specific instances a time limit for implementation or accomplishment of recommendation is indicated.

In all instances the Commission will monitor the meaningful implementation of the following recommendations.

Where action is not accomplished to a significant degree the Commission, upon review, shall take such further steps as specified by law to assure affirmative action to reduce racial tensions in the City of York.

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V. Commission Recommendations:A. Recommendations for the Reduction of Tensions Contingent to City Administration and Police Department Operations in the City of York:

NOTE: Those recommendations that pertain to such specific areas as housing, employment, education and recreation are delineated in subsequent paragraphs under the subject headings of housing, employment, education and recreation.

1. Police-Community Relations: The Commission recommends that the City of York, through positive action by the Mayor, City Council and Director of Public Safety, should accomplish the following:

a. Develop and administer a top-level police directive for police actions involving youth, minority-group persons and participants in civil rights protest activities. This policy should reflect the police duty to maintain law and order without deference to the status quo. The police duty to make apprehension or arrest without judgment of the individual or group should be clearly stipulated. This Departmental Directive Policy should very definitively cover such areas as:

- (1) Individual officer action and duties.
- (2) Police headquarters and supervisory actions and duties.

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V. Commission Recommendations:

A. Continued:

(3) Regulations regarding the use of:

- (a) Canines
- (b) Firearms
- (c) Chemicals

(4) Specific procedures for the handling of juveniles.

(5) Procedures for the use of supporting individuals and agencies to include indigenous community leadership.

(6) Provision for Legal Counselling.

- b. The Commission urgently recommends that the Police Department shall appoint a Community Relations Team within the Police Force.
- c. Further recommended is that the York Police Department shall stress police training. Full advantage should be taken of presently available police training programs through State Police and Philadelphia Police Department. It should be mandatory that 100% of the police force shall receive training in police-community relations.
- d. With least possible delay a Bi-racial Police Advisory Board should be appointed. The primary function of this Board being to directly support the work of the Police Department Community Relations Officers

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V. Commission Recommendations:

A. 1. d. Continued:

and secondly, to advise the Mayor, City Council, Director of Public Safety and Chief of Police in police-community relations matters. (Example Police Advisory Board Membership: 1 member of City Council; Director of Public Safety; 1 representative of County Bar Association; 1 representative of Chamber of Commerce; 1 member of York Advisory Council; at least 2 persons appointed by the Black community.) The Police Advisory Board should be so constituted as to be able to receive citizens' complaints of police actions at regularly scheduled meetings or, in time of emergency, at open emergency session.

- e. The Police Department of the City of York should review present administrative policy for publication of standard operating procedures that should be disseminated to every officer on the force. This definitive police department policy directive should spell out, as far as is possible, police procedures, duties, rights, limitations and disciplinary actions for infractions of regulations. No police officer should be required to depend on "experience" alone. Police-Community Relations Policy outlined in Paragraph 1.a. of these recommendations should be an integral part

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V. Commission Recommendations:

A. 1. e. Continued:

of the overall Police Department Standard Operating Procedures Directive.

2. The Mayor and City Council should establish a rumor control mechanism. This rumor control mechanism could, initially, be based upon the Police Department Community Relations Officers and the Police Advisory Board. Concentrated effort should be made to involve full cooperation of presently established community action groups, interracial groups, York Advisory Council, Ministerial Association, and others, to effectively counter tension producing rumors and distortions of fact.
3. The Commission recommends that the Mayor and the City Council should give full support to the program of establishing a "cadet" program for the professional development of youth toward a career of public service with the police or fire departments. This affirmative action program with the cooperation of the York School System and available college resource, should enable the City of York to upgrade the services provided by the Department of Public Safety.
4. The Commission recommends that the Mayor and the City Council as elected governing officials, should take positive and affirmative steps to:

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V. Commission Recommendations:

A. 4. Continued:

- a. Recognize fully the existence and causes of racial tensions within the City of York.
- b. Accept the role of leadership to reduce racial tensions.
- c. Establish close liaison with the York Advisory Council and other civil rights groups with the end view being to enroll these individuals and agencies in a concerted effort to:
 - (1) Present an effective avenue for citizens' complaints in civil rights matters.
 - (2) Operate educational programs to effect positive change in the community toward equality of opportunity in all areas.
 - (3) Give central direction to a continuing program to erase causes of tensions.
- d. Conduct a study of needs with aim of developing City Ordinances to provide citizens with laws governing all aspects of human relations and further, for establishing a means and official avenue of redress for those persons who encounter discrimination or impediment to the free exercise of their civil rights. This evaluative study should lead to the establishment of a Mayor's Advisory Council on Human Relations or a City Human Relations Commission or, official recognition of the present Advisory Council.

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V. Commission Recommendations:B. Recommendations for the Reduction of Tensions Contingent to Employment in the City of York:

1. The City of York, through the office of the Mayor and the City Council, should act, as soon as possible, to hold a community-wide workshop on employment and employment opportunities. From this workshop should be developed an employment committee. This employment committee should, as a minimum, be charged with the following responsibilities:
 - a. Development and implementation of a community-wide educational program on equal opportunity in employment.
 - b. Act as a central resource agency for the development of coordinated training programs for those persons requiring training for gainful employment or upgrading of skills for better employment.
 - c. Act as a central resource agency for the seeking out and development of employment opportunities for all citizens of the City.
 - d. Plan for eventual (as soon as possible) inclusion of this employment committee as an integral part of the Mayor's Advisory Council or York Commission on Human Relations.

(Note: Whichever of the above agencies are provided
by action of the York City Council)

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V. Commission Recommendations:B. Employment - continued:

2. The community-wide workshop, or series of workshops, on employment should be devoted to the problems of:
 - a. Developing cross-lines of communication and inter-agency liaison and exchange of information, thereby establishing communication, understanding and:
 - (1) Better coverage of the full strata of need.
 - (2) Preventing interested agencies from working at cross purposes.
 - (3) Coordinated utilization of resources.
 - b. The gathering of factual data as to fair employment practices, conditions and needs.
3. The City Administration, through the City Council, should review all hiring policies, qualification standards and testing procedures, to assure fair employment policy standards and practices in all departments of City Government. This should include affirmative action program to recruit minority persons, in all departments, to at least the point wherein the racial employment pattern of City government is consistent with the racial composition of the community.
4. The York Branch of the Bureau of Employment Security, Pennsylvania Department of Labor and Industry should make immediate evaluative study, and corrective action where indicated, to the following areas of concern
as expressed by series of witnesses:

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V. Commission Recommendations:B. Employment - continued:

4. a. Staff insensitivity to special problems of Black persons seeking training or employment.

b. An affirmative action program to employ Black instructors in BES training program.

c. Development of programs and policies to better:

(1) Train the referred job applicant as to how to complete employment application and testing forms.

(2) Brief the referred job applicant as to dress, mannerisms, and delay problems in applying for employment.

(3) Ascertain that the employer more rapidly and accurately informs the BES when job opportunity has been filled so applicants are not sent to apply for position no longer vacant.

d. Review employment and assignment of personnel policies of the York Branch Office, BES, so that this organization may present a better example of fair employment practice policy by the racial makeup of staff personnel of the office itself.

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V. Commission Recommendations:C. Recommendations for the Reduction of Tensions Contingent to Housing in the City of York:

1. The City of York, through the Office of the Mayor, utilizing leadership role of the City Council, should, with full cooperation of existing interracial organizations or, via the media of an official Human Relations Committee, Council or Commission, immediately implement a City-wide educational program in housing. This program should have the following minimum objectives:
 - a. To educate the citizens of the City as to the rights of all persons to seek and acquire housing within the economic abilities of the individual or family.
 - b. To educate the citizens of the City as to the responsibility of government, at all levels, to provide adequate, decent and desirable housing for all citizens economically disadvantaged.
 - c. To realistically inform all citizens of the City of York of the accomplishments, planned programs and objectives of the City in renewal, redevelopment, housing rehabilitation, zoning, code enforcement and related housing programs in the City so that an informed citizenry may become active partners in accomplishment.

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V. Commission Recommendations:

C. Continued:

2. The Office of the Mayor and the City Council should take immediate action to make application to the Department of Housing and Urban Development for program approval and funding for Concentrated Code Enforcement Program in the City of York. City Council, via Bill Number 50, dated April 22, 1968, previously enacted an Ordinance authorizing this application.

This Code Enforcement Program, Section 116 of the United States Housing Act of 1949, as amended, would provide grant funds for 2/3 of the cost of the Code Enforcement Program plus a 100% grant for cost of relocation of families forced to relocate due to program application. Further, application to the Department of Community Affairs, Commonwealth of Pennsylvania would provide a fund grant of 1/6th of the program cost leaving the cost to the City of York as 1/6th of the total program.

NOTE: The Commission recommends that such program application be prepared and forwarded to the United States Department of Housing and Urban Development not later than the 31st day of January, 1969.

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V. Commission Recommendations:

C. Continued:

3. The Redevelopment Authority of the City of York should immediately review the programs and planning of the York Redevelopment Authority with end view being:
 - a. Ascertain status of present programs and program commitments.
 - b. Re-evaluate program priorities and establish new priorities based on housing needs.
 - c. Ascertain that planning and decision making processes of the Redevelopment Authority shall more adequately be inclusive of meaningful Black community representation.
 - d. Re-evaluate cleared land re-use to better effect expansion of supply of housing for low and middle-income persons.
 - e. Review all available federally supported programs in housing and take action to accomplish the following:
 - (1) Make program application for all available federal programs supportive of expansion and upgrading of housing supply for low-income and elderly persons in the City.
 - (2) Make preparations to give maximum support to the non-profit sponsors now preparing to enter

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V. Commission Recommendations:

C. 3. e. (2) Continued:

into the field of housing in the City of York.

Such support should include, but not be limited to:

- (a) Utilizing non-profit sponsor as rehabilitation operator.
- (b) Feasability studies to include statistical and research data.
- (c) Mapping, topographical, zoning and engineering data.
- (d) Meaningful inclusion in planning programs.
- (e) Such other innovative support as will augment the rehabilitation of existent housing and the production of new low and middle-income housing facilities by the non-profit sponsor.

4. City Council should adopt a rigidly enforced and expanded program of Code Enforcement. This should as a minimum include:

- a. Expansion of the Housing Code Inspection Force and closer supervision of the work of the office so adequate response to need and program case continuity may be afforded.
- b. Application to the Bureau of Environmental Safety, the Pennsylvania Department of Health, for training program for Housing Code Enforcement Officers. (Program is provided without cost to the community.)

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V. Commission Recommendations:

C. Continued:

5. The Housing Authority of the City of York should give high priority to the development of program application for FHA Leased Housing Program (Section 23 of the law authorizing Federal assistance for low-income families; the U. S. Housing Act of 1949, as amended.) This program would enable the Housing Authority to provide adequate and decent housing to the large low-income family without the long delay associated with project development.

NOTE: This recommendation should be accomplished not later than the 31st day of March, 1969.

6. The Housing Authority of the City of York shall develop closer liaison and cooperation with the Office of the Mayor and the City Council. As the focal point for housing need, and grievance procedure, the Office of the Mayor and the City Council must be able to obtain immediate and constant consultative services and supportive response from the Housing Authority.
7. The City of York should take maximum advantage of existent Federal and State programs supportive of the involvement of the private sector in the production of low and moderate-income housing. Maximum use should be made of

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V. Commission Recommendations:

. C. 7. Continued:

the Pennsylvania Neighborhood Assistance Act, Act #292 of the General Assembly, enacted November 29, 1967, to support the contributions of industry and business in upgrading the housing supply of the City of York.

8. The Mayor and City Council should take immediate steps to implement the "Rent Withholding Act," Act of January 24, 1966, Public Law 1534, as amended by House Bill 2260 Session of 1968, providing means for the withholding of rentals for the tenant of the property not maintained to a code standard by the landlord.

NOTE: This recommendation should be accomplished not later than the 31st day of January 1969.

9. The Housing Authority of the City of York should objectively review the March 22, 1968 Circular issued by the United States Department of Housing and Urban Development on "The Social Goals for Public Housing." It is further recommended that this review shall be jointly conducted by the Housing Authority, representatives of the York Advisory Council, and a bi-racial committee of the tenants of the Housing Authority.

NOTE: This recommendation should be accomplished not later than the 28th day of February 1968.

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V. Commission Recommendations:

C. Continued:

10. The City Council of York should, with least possible delay, establish a relocation office for the purpose of servicing those persons and families forced by code enforcement or other local or federal programs to relocate. This agency (office) should be provided with full-time professional staff.

The relocation office could be funded from application of Section 116 Program previously covered in Section VC2 of this report.

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V. Commission Recommendations:D. Recommendations for the Reduction of Tensions Contingent to Recreation and Youth Activities:

1. The City Council should conduct an immediate Council Hearing on the recreational and youth program needs of the City of York. Such Council Hearing should be open to the public and all interested individuals and/or organizations.

From this Council Hearing should develop:

- a. Factual data for the development of new recreational facilities and programs.
- b. Factual data for the development of youth programs.
- c. Establishment of priorities.
- d. Direction to the Bureau of Recreation.
- e. Coordinated involvement of agencies and organizations.
- f. A continuing Advisory Committee on Recreation.

(The Advisory Committee on Recreation providing a continuous coordinating instrument for the City Council and the School Board.)

2. The City of York should make maximum effort to provide core city residents with additional and adequate recreational facilities with least possible delay. This recreational facility program should provide year-round

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V. Commission Recommendations:

D. 2. Continued:

recreational facilities not merely summer vacation-from-school programs or facilities.

The construction of swimming pool and contingent play area for core city should receive the highest priority and be available for summer season of 1969.

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V. Commission Recommendations:E. Recommendations for the Reduction of Tensions Contingent to Education:

1. That a district-wide School-Community Committee be organized to include representatives of the Black community, selected by their own organizations, as well as school administrators or School Board members, counsellors, teachers, parents and students to make recommendations to the Superintendent, Board of Education and community organizations regarding such priority concerns as:
 - a. Discipline problems and student-faculty relations.
 - b. The extension and improvement of counselling services received by all youth toward further education and employment at their highest skill.
 - c. Participation of Black youth in extracurricular organizations, activities and leadership opportunities.
 - d. Relevancy of the curriculum to all youth
2. That a district-wide Faculty-Student Community Committee on Minority-Group History be appointed , to include Black representatives to:
 - a. Evaluate the adequacy of the district's text book portrayals of minority-group peoples and their contributions to society, and to make recommendations for compensating for any inadequacies.

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V. Commission Recommendations:

E. Continued:

- b. Make recommendations regarding the training and/or recruiting of teachers for this purpose.
3. That the school district continue and expand its affirmative and effective recruitment and assignment of an integrated staff at all levels for all schools. This implies including among the recruitment sources predominantly Negro colleges and agencies and the utilization of Negro personnel in recruitment trips and contacts.
4. That the school district increase the number of guidance counsellors, including Blacks, and assign them to equally match the educational needs of each school, taking full advantage of available state and federal funds.

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V. Commission Recommendations:F. Additional Recommendations for the Reduction of Tensions in the City of York:

1. Editorial policies and reporting that emanates from, and reflects the viewpoint of, the white man's world many times unconsciously presents the biases, paternalism and the indifferences of White America to the Black American. This is not excusable in an institution that has the mission to inform and educate all segments of our society. It is therefore recommended that the City of York, through the programs of the York Advisory Council and the York City Council, shall make every effort to ascertain that the news media of the City of York shall be kept factually informed in any and all racial incidents or occasion of civil disorder. City Council should direct a public information policy for the police department of the City of York.
2. The York Advisory Council to the Pennsylvania Human Relations Commission shall coordinate with the City Council for the organization of such workshops and Advisory Committees as have been recommended in this report.
3. The Clergy of all faiths should accept an organized leadership role in urging City Administration action

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V. Commission Recommendations:

F. 3. Continued:

for the accomplishment of positive changes as answer to obvious community needs.

- a. The church, is, in many cities, the active foundation upon which non-profit housing corporations are based. It is urgently recommended that the clergy of all faiths should organize to either provide such a base for non-profit housing or provide incentive leadership for lay persons and organizations to establish non-profit housing.
- b. The combined churches of the City of York should accept the leadership role in ascertaining that youth development programs of recreation and training are the best obtainable for the City of York.

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V. Commission Recommendations:G. Recommendations for State Agency Action to Alleviate Tensions in the City of York:

1. The Commission shall request the Department of Welfare of the Commonwealth of Pennsylvania to investigate the charges made that welfare recipients are denied service by a major percentage of the physicians in York and, that welfare recipients are subjected to indignities at York Hospital.
2. The Commission recommends that the York County Office of the Department of Welfare shall review the employment policies of said office in line with recent directives from the Secretary of Welfare so as to develop professional and administrative staff more racially representative of the serviced area.
3. Commission staff will complete evaluation of certain specific areas of testimony with the view of seeking Commission initiated cases against agencies or individuals who have clearly violated the provisions of the Pennsylvania Human Relations Act.
4. The Pennsylvania Human Relations Commission shall, at the convenience of the Commission, conduct in the City of York a Public Hearing on Housing problems and conditions in the City of York with particular emphasis on slum housing.

VI. Summary Comment by the Hearing Commissioners:

As the law is presently written, this Commission, through the media of the investigatory hearing, has only the authority to make recommendations for corrective and affirmative action. The Commission recommendations contained in this report should be acted upon by responsible authority. Where Commission recommendations are not affirmatively acted upon within a "reasonable" length of time, the law provides for compliance procedures that may be implemented by the Commission.

The Commission believes that the major benefits derived from this type of public investigatory hearing into racial tensions exposing conditions, identifying basic causes for racial tension, and urging that action be taken to remove the basic causes or to change attitudes and situations in such a way that tensions will not exist because of race.

This positive change cannot be accomplished without the cooperation of the public administration, without the cooperation of the commercial and industrial community, and without the cooperation of all citizens, of all races and colors.

It is sincerely hoped that immediate responsible action will be taken on all Commission recommendations as submitted. Further, that there will be a measure of understanding by the community that it must act as an aware and unified community.

